**Role Description**

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| **Role Title:** | Clinical Nurse Consultant, Infection Management |
| **Organisation:** | Mater Health |
| **Service Stream/Division:** | Office of the Chief Medical Officer |
| **Department/Unit:** | Clinical Governance  |
| **Date Created/Reviewed:** | 11 February 2019 / 11 November 2019 |
| **Reports To:** | Head of Infection Management, Clinical Governance |
| **Level of Accountability:** | Team Leader |

**Role Purpose**

The Mater is committed to creating an organisational culture that values safety, identifies system vulnerabilities, and clearly integrates risk, quality and safety functions and activities. Within this broad context, and at the organisation level of clinical governance, the purpose of this position is to:

* Lead the effective utilisation of contemporary infection management practice throughout the organisation through the development and ongoing improvement of the infection management program.
* Provide nursing leadership within a multi-disciplinary team to effectively guide Mater in meeting its infection management health service obligations including responsibilities associated with the organisation’s immunisation and occupational exposure program.
* Provide expert guidance and mentorship to clinicians focused on the development of services and clinical practice for safe, high-quality, patient-centric healthcare.

**Behavioural Standards**

This role requires the incumbent to adhere to the Mater behavioural standards including the Mater Mission, Values, Code of Conduct, Mater Credo as well as any other relevant professional and behavioural standards, translating these into everyday behaviour and actions, and holding self and others to account for these standards.

**Accountabilities**

Mater requires every Mater Person to understand and deliver on a series of accountabilities that are linked to the Mater strategy, described in the table overleaf. Each Mater Person is held accountable for his or own behaviour, performance and development, and for contribution to five strategic objectives: Safety, Experience, Quality, Efficiency and Financial Viability. In addition, Mater managers and leaders are accountable to different extents for clinical outcomes, service and operational outcomes, financial outcomes, compliance and risk, interprofessional leadership and management of performance and accountability.

This role of is responsible for fulfilling the following accountabilities:

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| **In this Role** |
| Role requirements | Is clear on the behaviour, tasks and accountabilities that are associated with the role, fulfils mandatory and professional competency requirements, contributes to own performance development planning, proactively seeks feedback, carries out individual development plan and actively contributes to own team/s |
| **As a Mater Person** |
| Safety | Every decision and every action taken has safety as its guiding principle. |
| Experience | Consistently seeks to meet or exceed each and every person’s service expectations, each and every time through the provision of differentiated customer service. |
| Quality | Consistently seeks to continuously improve the quality of our service, through contributing to delivering evidence based low variability healthcare |
| Efficiency | Seeks opportunities to deliver services for more people within existing resources, which means being innovative and focussed, and demonstrating strong stewardship of our finite resources. |
| Future Viability | Consistently seeks to improve, innovate and evolve, through looking for new trends and opportunities which will ensure Mater can meet the challenges of the future by making sensible decisions today. |

**Role Specific Expectations**

Clinical Nurse Consultants (CNCs) practising at Mater Group practice within the relevant Standards for Nurses/Midwives as per the Nursing and Midwifery Board of Australia, as well as other legislation, standard and codes that can impact or inform the evidence-based practice of Nursing/Midwifery and are accountable for their own practice. The role will:

* Assists the Manager, Infection Management to lead the implementation of the Infection Control Management Plan, focusing on reducing the risk of healthcare-associated infections and healthcare worker exposure to blood and bodily fluids through surveillance, audit, policy development, data analysis and educational activities
* Oversee the effective management of clinical practice through the development and review of policies, procedures, guidelines and work instructions related to infection management
* Lead the systematic reviews of clinical practice and collaborate in the design and conduct of quality improvement initiatives
* Provide expert advice to support health service teams, patients, families and carers to minimise risks of micro-organisms transmission, healthcare-associated infections and exposure to infectious diseases using the governing policy and procedures for confidentiality, privacy and information security
* Participate in the strategic development of the service within Clinical Governance, specifically identifying and advising the senior Clinical Governance team on emerging trends and policy positions
* Network with local, state-wide and national consumer groups to maximise opportunities for Mater to learn and improve its Infection Management service and implementation of initiatives for improved patient care and outcomes.
* Measure and report on the effectiveness of the Infection Management service against key performance indicators and continually seek to develop strategies to improve key deliverables
* Continually evaluate and improve processes to facilitate Mater People’s understanding of occupational infectious disease exposures and follow-up processes.
* Develop and prepare reports for assurance reporting through Health Executive and the Mater Board
* Collaborate with Nursing/Midwifery management, Education and Practice Development teams and colleagues to promote and champion the infection management program.
* Work with Nursing/Midwifery Managers and Directors to identify and support the development of nurses and midwives for role replacement and succession planning.
* Participate in Mater Committees and provide expert advice in relation to capital works, building and refurbishment, product review and evaluation, and other environmental factors.
* Utilise professional standards of practice for self-appraisal and performance development planning and seek opportunities for expanded scope of practice
* Maintain an awareness of current research activities relating to infectious diseases and infection management within Mater Misericordiae Ltd.

**Qualifications**

**Essential:**

* Current registration with the AHPRA
* Minimum of five years’ experience in Infection Management or closely related field
* Demonstrated competence in the use of Microsoft Office including Word, Excel and PowerPoint
* Experience with hospital and Infection Management information systems (e.g. Multiprac)
* Hand Hygiene Australia Gold Standard Hand Hygiene Auditor (or working towards)

**Desirable:**

* Tertiary qualification in Infection Management or related field
* Accredited Nurse Immuniser
* Experience in statistical analysis of healthcare data

**Clinical / Technical Competencies**

* Demonstrated ability to apply critical thinking and principles of nursing practice consistent with the clinical nurse scope of practice within the competency framework
* Demonstrates advanced knowledge, skills, attributes and abilities related to infection management including surveillance, investigation and management of staff and patient exposures to infectious diseases, outbreak management, auditing activities, and measurement of outcomes
* Specialist knowledge, understanding and demonstrated experience in applying the principles and practice of risk management
* Highly-developed interpersonal skills and demonstrated ability to communicate, consult and negotiate effectively with team members and stakeholders
* Works collaboratively within the interdisciplinary team with an ability to lead and nurture teams
* Well-developed skills to promote and contribute to the maintenance of an environment which promotes safety for everyone, encourages learning and fosters an environment where everyone is encouraged to speak up
* Highly-developed oral and written communication skills.

**Capabilities**

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|  | **Required proficiency for Role [[1]](#footnote-1)** |
| **Mater’s Core Capabilities** | **Elements** | **Foundation**(Team Member) | **Proficient**(Team Leader) | **Skilled**(Manager) | **Expert**(Director) | **Mastery**(Executive) |
| **Building high-performance interprofessional teams:** Builds high performance interprofessional teams by developing talent and building trust | Vision and direction Implementation of strategy Interprofessional practice and education Team leadershipTeam development Identifying and nurturing talent Building trust |  | **✓** |  |  |  |
| **Accountability:** Role models’ respectful accountability, effectively holds self and others to account through constructive feedback and dialogue | Holding to account Feedback and dialogue Drive for results |  | **✓** |  |  |  |
| **Learning Agility:** Is comfortable with complexity and ambiguity, rapidly learns and applies new skills and is successful in first time challenging situations  | Comfort with ambiguity Applies learning to achieve success in challenging first-time situations Critical thinking |  | **✓** |  |  |  |
| **Enacting behavioural change:** Skilled at enacting sustainable behavioural change in people (through workflows, habits and clinical practice) to achieve improvements | Influencing perceptionGenerating emotional responses (tempered by rational responses)Shaping behavioural decision makingMobilising and sustaining behaviour change |  | **✓** |  |  |  |

1. **Proficiency descriptors**

	* **Foundation:** demonstrates application of capabilities for performing core requirements of the role **and**
	* **Proficient:** demonstrates application of capabilities to others in team **and**
	* **Skilled:** developed capability in others in a proactive and structured manner **and**
	* **Expert:** mobilises collective capability across teams and
	* **Mastery:** is a role model within and outside the organisation and expertise as a leader in field is sought out [↑](#footnote-ref-1)